

August 16, 1995

Introduced By:

Maggi Fimia
Greg Nickels

flexmotn.docseg
CLERK:10/9/95

Proposed No.: 95-616

MOTION NO. **9679**

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A MOTION approving a plan for a transportation and commute trip reduction program for Metropolitan King County worksites.

WHEREAS, the Commute Trip Reduction Law is a Washington State statute requiring major employers to reduce the percentage of employees who commute to work by single-occupancy vehicles, and

WHEREAS, King County is a major employer with worksites affected by the Commute Trip Reduction Act, and

WHEREAS, in the 1995 budget the Metropolitan King County Council called for a transportation plan for the employees of King County intended to establish the county's leadership in implementing the state Commute Trip Reduction Act, and

WHEREAS, the proposed transportation plan provides parity for employees in the provision of transit passes and other transportation incentives and improves the chances that King County will achieve Commute Trip Reductions goals at all of its affected worksites, and

WHEREAS, the county's affected worksites outside downtown Seattle are having significant difficulties achieving Commute Trip Reduction goals, therefore requiring increased emphasis on transportation incentives to increase the use of carpools, bicycling, walking, and other program

1 elements (telecommuting, alternative work schedules, etc.) to
2 reduce drive alone commuting to those worksites, and

3 WHEREAS, the management of parking at county worksites
4 to eliminate incentives for single-occupancy vehicle
5 commuting is an element of the Commute Trip Reduction
6 Program;

7 NOW, THEREFORE BE IT MOVED by the Council of King
8 County: The Employee Transportation Program (Attachment A)
9 is hereby adopted. The executive is requested to include
10 provisions for a demonstration program in the 1996 budget and
11 for implementation of the transit pass program in the 1997
12 budget for consideration of the council.

13 BE IT FURTHER MOVED: The executive is further requested
14 to prepare an addendum to the employee transportation program
15 detailing policy and implementation guidelines for an
16 employee telecommuting program. The addendum should be
17 submitted to the council for adoption by motion by
18 December 1, 1995.

1 BE IT FURTHER MOVED: The executive is further requested
2 to implement the fully subsidized transit pass provisions of
3 the employee transportation program for all county employees
4 starting July 1, 1996 subject to identification of funding in
5 the 1996 adopted budget.

6 PASSED by a vote of 12 to 0 this 9th day of
7 October, 1995.

8 KING COUNTY COUNCIL
9 KING COUNTY, WASHINGTON

10 Kent Pullen
11 Chair

12 ATTEST:

13 Gerald A. Peterson
14 Clerk of the Council

15 Attachments: A. Employee Transportation Program

16

95 - 616

9679

King County Employee Transportation Plan

Executive Report

August 1995

King County Employee Transportation Plan

Executive Summary

In 1995, the County acquired regional responsibility for public transportation when voters approved consolidation with Metro. The County workforce grew to over 11,000 employees with the merger. Employees in each of the workforces have different transportation programs. Metro employees have a fully-subsidized transit pass and King County employees have a partially subsidized pass. The merger raised both parity and transportation issues since the County assumed a larger role in Growth Management and Commute Trip Reduction. The Executive and the Council directed staff to provide a new transportation benefit plan for County employees.

In the 1995 Budget, the Council provided language calling for "a transportation plan for the employees of King County intended to establish the county's leadership in implementing the state Commute Trip Reduction Act (CTR) through 1999." It directed the Executive to transmit a plan by mid-year that contains an analysis of funding options for implementation, including parking charges at King County worksites.

The current program has been highly successful in attracting County employees to transit. Pass sales have risen from about 1,200 in 1994 to 1,741 in July of this year - a 45% increase. Although the program has been highly successful in areas well served by transit, affected CTR sites outside of downtown Seattle are not meeting goals. Moreover, there continue to be issues of parity and funding. To that end, the Executive is recommending a program be developed in cooperation with unions and employee groups and phased-in by 1997.

The major objectives of the program are to: 1) provide parity in employee transportation programs, and 2) comply with local Commute Trip Reduction ordinances.

The alternatives that were considered addressed three basic concerns:

- o What program elements should be included in the program?
- o How should the program elements be introduced?
- o How should the program elements be funded to minimize impacts to CX fund?

Executive Recommendations

The recommended program which meets the major objectives provides that:

- o In 1997, all County employees will receive a fully-subsidized transit pass.*
- o In 1997, all County employees, except those in the Seattle CBD, will be eligible for a voucher program for carpooling, bicycling or walking.*
- o In 1996, a fully-subsidized transit pass, voucher program and parking management program will be demonstrated at the Youth Services Center.*
- o Parking management strategies will be examined for cost-effectiveness and implementation at other sites.*
- o Home Free Guarantee be extended to all County sites in 1996.*
- o Flexible working hours be promoted and telecommuting policies and programs be developed.*

I. Purpose

The primary purpose of this report is to provide long-term direction for the King County employee transportation program that demonstrates leadership in meeting Commute Trip Reduction requirements, a bargaining approach for the transportation program, and a method for funding the program. The report responds to a Council budget proviso requesting a plan to be provided to the Council by mid-1995.

II. Background

In the 1995 budget, the Executive requested and the Council approved an increase in the bus pass subsidy to \$20 per month for County employees outside the Department of Metropolitan Services (Metro) and to add certain elements, such as a guaranteed ride home program, to decrease drive alone commuting to County worksites. Metro also established a \$45 flat-rate pass for King County employees that is valid on all Metro services. A demonstration project providing vouchers to employees who carpool, bicycle, or walk to the County's Renton Public Works facilities also was included in the budget.

Prior to that time, King County had established a bus pass subsidy of \$5 per month for its employees (1987). Over the last six years, the County has offered monthly passes for Metro, Community Transit, Pierce Transit, and Kitsap Transit (with ferry) and annual passes for Metro and Community Transit. Despite rising transit pass costs, the County did not increase its \$5 subsidy level between 1987 and 1994.

In 1995, Metro employees continued to receive a fully subsidized bus pass. Metro also reimburses Community Transit for allowing Metro employees to use their service. A guaranteed ride home program was initiated in 1995 for both Metro and for other County worksites affected by the Commute Trip Reduction law and local ordinances.

Consolidation has raised issues of equity among employees and resulted in reexamination of County bus pass subsidies and other transportation program elements. Local Commute Trip Reduction ordinances require the County to consider measures to reduce drive alone commuting among employees at major worksites. The employee transportation program supports Countywide Transportation Planning Policies, which required inclusion of a transportation demand management element.

III. Goals

The County is a regional government responsible for public transportation. It has assumed a major leadership role in implementing the Commute Trip Reduction Act and the Growth Management Act. The intent of its employee transportation program is to further achieve the aims of legislation by changing the commute behavior of County employees.

The goals of the employee transportation program are to:

- o provide equity in transportation benefits for employees
- o achieve Commute Trip Reduction goals
- o maintain leadership role in Growth Management and Commute Trip Reduction.

The County also has a local government responsibility for building and maintaining roads in unincorporated areas. The County's land use and transportation policies clearly support transit, carpooling, vanpooling, bicycling and walking as efficient travel means. Transportation demand management strategies also are strongly supported in the County's policies and plans.

King County has long recognized its employees' impact on transportation facilities as a result of commuting to and from work. With approximately 11,000 employees after consolidation, the County work force represents one of the largest in the state.

Through its early work in reducing vehicle commute trips among its employees, the County and Metro have been able to bring stronger employer perspectives to the public policy table. The County and Metro have experimented with various demand management strategies in an attempt to better understand their application in the work environment. The proposed plan represents a strong attempt to provide incentives that support a variety of employment situations.

The issues of equity among County employees and travel needs to work are addressed by the proposal. The needs of the County's worksites outside of downtown Seattle in complying with the Commute Trip Reduction law and ordinances are included in the solutions. The program discussion and recommendations are products of careful balancing of these goals with budgetary realities.

IV. The Program

The recommended program for King County employees focuses on achieving parity for employees and addressing other transportation needs by 1997. The intent of the program is to focus on the development of long-term solutions at these sites. The framework for this program is as follows:

- o Achieve parity for employees in a timely manner.
- o Phase-in employee transportation plan by 1997.
- o Develop parking management strategies for County employees.
- o Provide a cost effective and financially feasible program.
- o Develop policies and strategies to work with unions and employee groups to phase in parking management and gain employee acceptance.

In reaching a decision about the direction of the program, the Council should examine funding alternatives which include consideration of parking charges. Council decisions about funding are significant because they affect both the employee transportation program alternatives and other King County programs. This will mean balancing budget considerations against the effectiveness and goals of the alternatives.

V. Issues

The key issues for consideration have been identified as:

- o parity of employee transportation programs,
- o a method to address employee and collective bargaining,
- o limited financial resources,
- o four of eight King County sites affected by Commute Trip Reduction do not meet the 1995 goals,
- o two additional sites (East Base and West Point Treatment Plant) may be affected in 1996

These issues affect what and when program elements might be offered to employees. Implementing the employee transportation program in two years is largely determined by these considerations. King County worksites vary significantly. There are many sites with only a few employees, such as health, public works, parks, courts, and water treatment plants. These sites are not affected by local Commute Trip Reduction ordinances. The large employment sites which include Youth Services, Cedar Hills, Renton (Public Works, Health, Parks and District Courts) Eastpointe, downtown Seattle, and Southbase, are all affected by CTR requirements. Some of these sites are well served by transit while others are not.

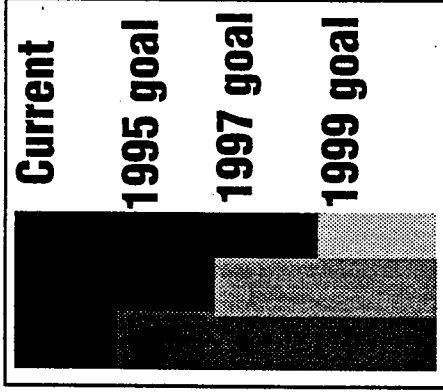
The County also provides free parking for employees at most of its sites. This generally reflects the fact that these sites are located outside the Seattle CBD where the market has no parking charges. Equally important, County sites do not incorporate measures that manage parking by limiting supply. The lack of controls on parking encourages drive alone commuting. Employee groups have not supported the introduction of parking charges at the Youth Services Center and the Water Quality Lab but they were not opposed to controls on the supply of parking.

Four of the eight King County sites affected by Commute Trip Reduction do not meet the 1995 goals for reduction of single occupant vehicle trips. Two additional sites will be affected in 1996. Five of eight do not meet the 1997 goals and only two sites, located in downtown Seattle, meet the 1999 goals. *See Figure 1: CTR Sites Current and Goal SOV Rates.*

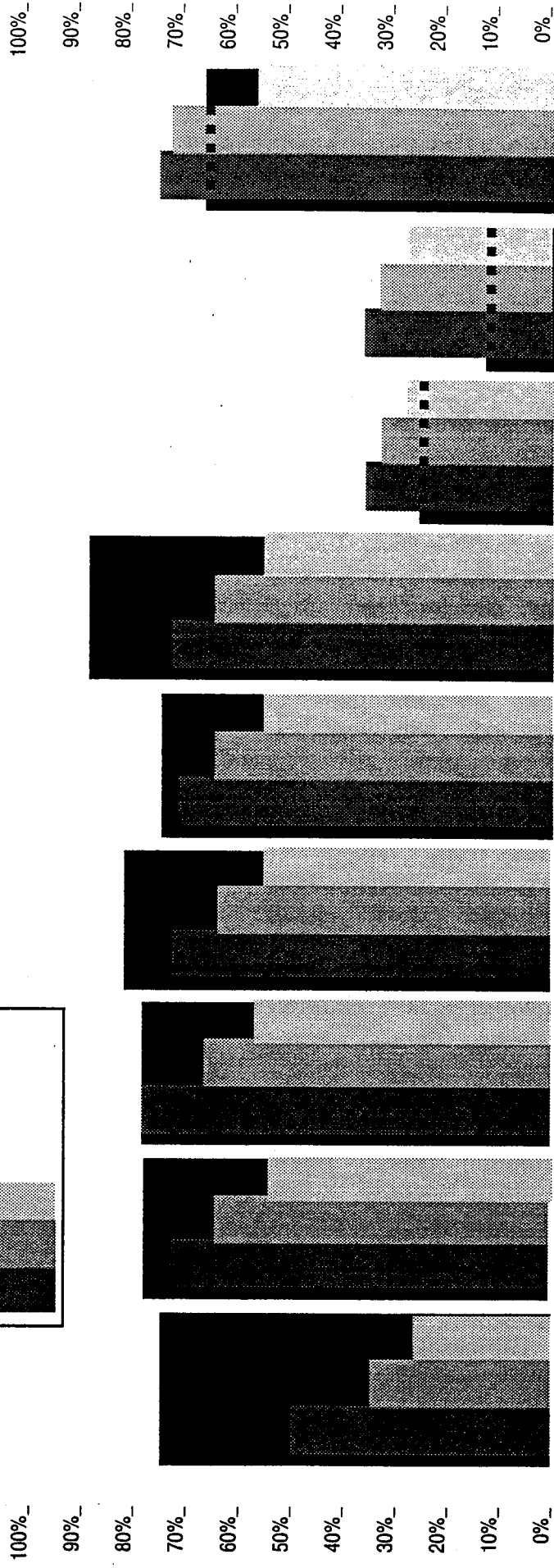
Some sites have a large number of union employees. Some sites have employees represented by several unions or may have a mix of represented and non-represented employees. In the case of Metro, the bargaining agreement with American Transit Union includes a requirement that employees receive a fully-subsidized transit pass.

Phasing employee transportation programs over two years will achieve parity in a timely manner, be financially responsible and provide employees in areas outside downtown Seattle with incentives to carpool, bicycle or walk to work. It also will result in less complicated program administration.

Legend



**King County
Commute Trip Reduction
Current and Goal SOV Rates**



Youth Center

Eastpointe

Cedar Hills

Renton

South Base

***East Base**

King Co. Crthouse Complex

Metro Exchange Bldg.

Metro Central Atl. Base

4 out of 8 affected King County sites do not meet 1995 CTR goals

*East Base is not currently an affected site. It is expected to become an affected site by 1996.

VI. Status of the 1995 Program

The current transportation management programs for King County and Metro are described in detail in Attachment A of this report. That attachment provides information about the program elements at County sites. Current usage and budget are discussed.

See Attachment A: Transportation Management Program

VII. Recommended Program Elements

The three major program elements that were considered include: 1) a fully or partially subsidized transit pass, 2) a voucher program for carpooling, bicycling and walking, and 3) a parking management/travel allowance. Alternative scenarios were developed and examined for cost effectiveness and their ability to achieve the CTR goals. The alternatives varied by type of worksite. Summaries of these alternatives are provided in the attachments. The final recommendation drew from these alternatives and represents a restructuring of them. *See Attachment B: Alternative Program Strategies.*

Transit Pass

The County should provide a fully-subsidized transit pass to each employee because it provides parity between employees in Metro and other departments.

The County currently provides a \$20 subsidy for employees purchasing a \$45 per month transit pass while Metro employees receive a fully-subsidized transit pass. The alternatives that were examined provide: 1) some employees with a partial subsidy and others a full subsidy, 2) each employee with a fully-subsidized pass, or 3) a fully-subsidized pass to transit employees and other employees with the choice of a voucher for carpooling, biking and walking or a fully-subsidized pass. There were variations to the last alternative based on where employees worked i.e. Seattle CBD vs. non-CBD, and how sites were funded i.e. CX or non-CX.

The County will have to invest an estimated \$1.8 million annually by the year 2000 to provide employees with a fully-subsidized transit pass. This includes an estimated \$414,000 from Transit Department for employee passes. Another \$187,000 from Water Pollution Control and \$1.2 million would be required to subsidize employees of other County departments. This alternative provides parity between employees and will be instrumental in complying with local CTR ordinances.

A fully-subsidize transit pass will not be successful by itself in helping the County comply with the CTR law. All employees at transit bases and treatment plants currently have fully-subsidized transit passes but only the Atlantic-Central base has achieved the 1995 and 1997 CTR goals.

Voucher Program for Carpooling, Bicycling and Walking

The County should provide a voucher to employees who commute to work outside the Seattle CBD by carpooling, bicycling or walking. This program supports compliance with CTR at County sites with limited or no transit service. It is not applied in the Seattle CBD because transit service is readily available to most employees.

The voucher program provides employees with a certificate or check worth up to \$20 per month that may be redeemed for goods or services from local retailers. For example, a voucher may be used to purchase gasoline from BP or shoes from REI. The voucher provides an incentive to use alternatives to drive alone commuting.

The voucher would be implemented at Youth Services Center, Water Quality Lab, West Point Treatment Plant, Renton, Cedar Hills and Northbase in 1996 and at all other sites outside downtown Seattle in 1997.

Parking Management

One of the most effective ways to reduce commute trips and comply with the goals established by Growth Management and Commute Trip Reduction is to control the parking supply at employment sites. When parking is abundant and free, there is little incentive to ride transit, bike, walk, or carpool to work. When parking is limited, commuters are encouraged to consider alternative ways to commute. This is particularly true when parking controls are combined with incentives for commuters who do not drive alone.

Under the recommendation, a parking management program which controls the supply of parking would be introduced at the Youth Services Center in 1996. The program provides for electronic management of the employee parking supply and encourages transit, carpooling, bicycling and walking. In the parking management program, employees will receive a transportation credit on an electronically coded card. Employees could spend their credit on parking or apply the unused portion to vouchers. Parking controls provide incentives which encourage non-SOV commuting.

The parking management program requires capital investment in parking arms which control access to parking. The capital costs are estimated to be very high and retrofitting County facilities with parking controls at this time is probably not feasible. Parking management was not included in the final recommendation because of the apparent high capital costs.

Instead, Metro will examine parking management at other sites and other parking management strategies to determine their cost effectiveness and ability to support Commute Trip Reduction. Installing parking controls during a facility modification or



during construction of a new facility is likely to be more cost effective and efficient. These opportunities should be identified along with their timing and costs.

The County should develop and adopt policies that include parking management as part of site design for new County facilities planned for construction. Parking management policies also should address County lease facilities. Policies should be developed and adopted to give preferential consideration to siting leased or constructed facilities in areas that are conveniently located near transit and fully-developed pedestrian and bicycle circulation systems. These policies will support Growth Management and reduce reliance on single-occupant vehicles.

Home Free Guarantee

The County should expand the Home Free Guarantee Program to all employees in 1996. This program was provided to all Metro employees and all County employees in CTR affected sites in 1995. The program ensures that employees who commute by transit, vanpooling, carpooling, bicycling or walking will have a means to get home in cases of an emergency. Employees are limited to the number of times they may use the program. The program currently costs the County \$22,016. 114 employees have used the Home Free Guarantee program as of July 1995.

Flexible Working Hours and Telecommuting

Flexible working hours and telecommuting offers the County another potential means to reduce employee commute trips, to accommodate special needs of employees, to increase employee motivation, or to increase productivity. Both Metro and King County currently have agencywide policies related to alternative work schedules. Metro's policies allow supervisors to establish compressed work weeks, job sharing, reduced work hours, or flexible work hours for their non-represented employees.

The County's Alternative Work Schedule policy is enabling, allowing departments and divisions within departments to adopt their own policy based on the model provided in the Countywide policies. These policies address compressed work weeks and flexible work hours. It does not establish an implementing policy for any County departments. County policies between Metro and other departments should be reviewed and they should be consistent for all employees.

The Countywide policies encourage departments to adopt a policy but do nothing to promote their establishment. Metro's CTR Services Group and the Human Resources staff have been working to develop and implement presentations for Metro staff about alternative work schedule agreements in an effort to promote the policies with employees and management. A broader County effort to promote the alternative work hours should be made.

Metro adopted a telecommuting policy in January 1991. Although County staff have

been collecting information about telecommuting options, the County does not have and adopted telecommuting policy.

There have been occasions in County departments when telecommuting has been used successfully. Without policy authorization, telecommuting by County employees has occurred on a sporadic basis. The County should examine telecommuting during 1996 and develop policies and a plan to implement by 1997. The plan should examine the cost effectiveness of different approaches, determine which are the most suitable for the County and how they may be implemented.

Recommendation

The recommended program, which meets the major objectives, provides that:

- o In 1997, all County employees will receive a fully-subsidized transit pass.*
- o In 1997, all County employees, except those in the Seattle CBD, will be eligible for a voucher program for carpooling, bicycling or walking.*
- o In 1996, a fully subsidize transit pass, voucher program and parking management program to be demonstrated at the Youth Services Center.*
- o Parking management strategies be examined for cost-effectiveness and implementation at other sites.*
- o Home Free Guarantee be extended to all County sites in 1996.*
- o Flexible working hours be promoted and telecommuting policies and programs be developed.*

See Attachment C: Recommended Program.

VIII. Phasing Implementation

After program elements are selected, the County should decide how soon to implement them. The major considerations in phasing are how quickly the County wants to implement the program and achieve its goals for parity and Commute Trip Reduction and how it wants to assume the financial impacts of the program.

Timing

Two and four year program implementation periods were examined. The two year program is probably the earliest time frame when the major program elements could be implemented. This is because time is needed to test program elements, resolve issues and negotiate with unions and employees on the development and design of the program. The County may not have the immediate financial resources for the program and some program elements could take more than two years to implement.

The benefit of the two year phase is that parity between employee programs and compliance with Commute Trip Reduction goals would be achieved sooner. A two year phasing introduces large budget impact in 1997 and reduced impacts in later years. In 1997, cost are \$2.0 million with the impact to the CX fund increasing by \$346,000. Thereafter, cost increases to CX are on the order of \$52,000 annually until the year 2000.

A four year phase-in fails to achieve parity until year 2000. Employees would be treated differently which is less acceptable to them. Some of them would receive fully-subsidized passes while others would continue to pay a user fee. The County would also have to maintain separate administrative strategies to address the program differences. This may increase administrative costs. A four year program will cost the same beginning in 1997 but the annual CX impact is between \$157,000 and \$108,000.

The total annual program costs for either a two or four years are estimated to be \$2.3 million by year 2000. A two year program is recommended because it achieves parity at the earliest date, is more likely to reduce administration, and overall financing will be easier after 1997.

IX. Funding and Financing

Funding and financing strategies are a crucial issues for the employee transportation program. The two major considerations are 1) what sources the program should rely on for funding and 2) how to minimize budget impacts and make the program financially feasible.

The recommended program introduces a fully-subsidized transit pass and voucher program for County employees in 1997. This eliminates employee user fees and shifts the burden of financing the transit pass to County departments.

The total cost to the County to provide the program are estimated at \$2.3 million by year 2000. The major impact occurs in 1997 when all employees receive the transit pass and voucher program. Total program costs in 1997 are \$2.0 million.

See Attachment D: Employee Transportation Program Budgets.

Funding Options

The alternatives for funding the employee transportation program are:

- o continue existing practice which includes employee user fees with a subsidy funded through CX and other funds with reimbursement from other departments,
- o provide a full subsidy though departmental overhead,
- o assign funds in excess of operating, maintenance, and capital reimbursement from garage parking fees in downtown Seattle to the program, or
- o charge for parking at County sites with controlled parking.

Alternatives, such as employee user fee, reduce impacts to CX and other funds but they continue inequities between employees. If user fees are applied to some employees but not others, inequities continue. Other strategies, such as, parking charges are difficult to implement because they support existing departments, such as Facilities or Human Services, and are not acceptable to many employee organizations.

User Fees and Subsidies

King County employees will pay approximately \$497,100 for subsidized transit passes in 1995. CX, Public Works and other funds contributed \$359,360 which provided the \$20 per month subsidy for County employees who commute by transit and vanpooling. Water Pollution Control provides \$187,000 and the Transit Department, an estimated \$414,000, for a fully-subsidized employee transit pass.

In the 1996 budget, the County subsidy would increase to \$432,000 and the user fee would generate \$540,000. The increase in subsidies and user fees results from the 1995 budget base of 1,600 pass sales increasing to 1,800 in 1996. One thousand seven hundred forty one transit passes were sold in July 1995.

Two Year Elimination of User Fees - Increasing Subsidy

Under the proposal, user fees would end in 1997. All employees would receive a fully-subsidized transit pass. County departments would have to provide approximately \$972,000 to subsidize the transit pass. Water Pollution Control also would continue to provide \$187,000 and Transit an estimated \$414,000. All County employees would have a fully-subsidized transit pass and parity would be achieved.

The total cost of all 1997 program elements would be \$2.0 million and the additional impact on CX that year would be \$346,000. After 1997, the impact to funds is more modest. Then, the annual increase to all funds is about \$94,000 including the annual CX increase of approximately \$52,000 until the year 2000. Total program costs would then be \$2.3 million.

See Attachment D: King County Employee Transportation Budget - Flexpass Program

Four Year Elimination of User Fees - Increasing Subsidy

Eliminating user fees over a four year period will mean that parity will not be achieved until the year 2000. The final program costs of \$2.3 million are the same in year 2000 as they are under the two year elimination of user fees. The four year phasing continues to realize some user fees until 1999. Some employees will continue to pay them until 1997 while others will be fully-subsidized. Administration may be more complex and additional costs may be incurred because two types of programs would be operated.

The total program costs in 1997 are also \$2.0 million. The real implication is that between 1997 and year 2000, the annual increase to all funds are estimated to be between \$197,000 and \$287,000. Annual CX fund increases will be between \$158,000 and \$108,000 each year. *See Attachment D: King County Employee Transportation Budget - Elimination of User Fees.*

Parking Charges

Parking charges are another way to provide revenue for the employee transportation program. They also provide a disincentive to driving alone. The alternatives which best achieve the Commute Trip Reduction goals included parking charges. They would reduce impacts on other funds but are difficult to implement and require significant work with employee organizations and departments. Parking revenues currently support other County departments and responsibilities.

If revenues from the downtown garage were applied to the transportation program, County codes and policies would require amending. Currently under Chapter 3.32.090 County Automotive Parking Facilities, "All parking revenues derived from the increase of parking rates for covered and uncovered parking effective on or after January 1, 1989

shall be reserved for the support of health and human services and shall be deposited in the Health and Human Services Set-aside Fund.”

Parking revenues are collected by the Facilities Department and used to meet their operations, maintenance and debt requirements. Facilities realizes \$ 496,560 in revenue from parking charges at the downtown Garage and \$216,216 from the lot at 5th and Jefferson. An additional \$11,880 in revenues is generated from rentals at the Corrections Facility. Approximately \$404,376 of this revenue is used for Facilities Management Department operations. The balance of approximately \$320,280 is included in the Health and Human Services Set-Aside Fund.

Allowing parking revenues to be used in support of transportation programs at sites recognizes the greater connection between charging employees for parking and applying it to their transportation program. Human services are an appropriate investment for the County and to keep them whole, some revenues currently used to support the transportation program should be substituted for the parking revenues.

If parking charges were introduced at County controlled facilities, they will impact employees. In order to minimize this impact, parking charges may have to be coupled with a transportation allowance of equal value. This would also increase employee acceptance and facilitate their introduction. Parking charges collected at a site should also be reinvested in the programs at the site. Whether a transportation allowance will gain acceptance or whether the parking charges on some employees can be balanced against transportation benefits for other employees would be major consideration in union and employee negotiations.

Flexpass Financing

Fully-Subsidized Flexpass Pricing of Transit Passes

The County should eliminate the user fee for employees in 1997. User fees will provide an estimated \$540,000 in 1996. The loss of this revenue would be absorbed by departments.

In order to minimize impacts, the program could be financed with a flexpass pricing scheme. This spreads the costs over a four year period while providing all employees with a transit pass in 1997. The largest single impact to funds occurs in 1997 when user fees are eliminated. Over the next three years, impacts are smaller until they stabilize in year 2000.

Flexpass pricing of the transit pass estimates the cost of the transit portion of the budget based upon actual trips taken by the employees. A per trip cost is multiplied by the number of actual trips taken to determine the total cost of the transit use. The County would not pay a set cost for a transit pass which is used differently by different employees. All employees would be offered a fully-subsidized transit pass good throughout King

County. Costs remain fixed for one year and any additional transit trips taken during the first year by employees are free.

Costs during the second and succeeding years will likely rise as more employees use transit. To address the increased use of transit, the County would pay the baseline costs of the first year plus one-third (1/3) of the costs of new transit trips. In the third year, the County would pay baseline costs plus two-thirds (2/3) of the new transit trips. After the fourth year, the County would pay the full cost of all transit trips.

The alternative would be to eliminate user fees over four years. This reduces impacts to most funds because some employees continue to pay a portion of the transit costs. But, it means that parity would not be achieved until the year 2000 because other employees will receive a fully-subsidized program. The administration of the program and the inequities will be more cumbersome to address over this longer period.

Reimbursement from Department Overhead

The County currently relies on CX, Public Works and other funds to support the program for departments other than the Department of Metropolitan Services.

The current transportation benefits are being used by employees of all County departments. Non-CX departments with the exception of Public Works should identify these costs in their overhead in order to reduce the impact to CX and Public Works. In 1996, the method of payment should be changed from current methodology to billing on actual usage. The Licensing Department would continue to administer the program and the budget in 1996. CX fund would be recovered through Countywide cost allocation plan. The estimated allocation of these costs for each department can be seen in Attachment F. *See Attachment E: Estimated Allocation of Program Costs by Department*

Funding and Financing Recommendations

- o Finance the program with a flexpass funding strategy.*
- o Eliminate user fees in 1997.*
- o Include the employee transportation program in department overhead charges.*
- o Enact policies that allow the reinvestment of revenue from parking charges in employee transportation programs at the site to reduce impacts on site budgets and to establish the relationship of parking charges to commute trip reduction.*
- o Home Free Guarantee be extended to all County sites in 1996.*
- o Flexible working hours be promoted and telecommuting policies and programs be developed.*

X. Collective Bargaining Approaches

King County is legally required to bargain over benefits and conditions of employment, among other things. Various features of the transportation program require bargaining with unions. Many of the sites considered for demonstrations or implementation of the transportation program have union represented employees. Some of the sites have employees that are represented by more than one union. The union(s) may also represent employees at other county sites that may or may not be included in the transportation program. Consequently, there are significant logistical problems the county faces in bargaining with the potentially affected represented employees. The following is a list of approaches the county has identified for bargaining with unions.

1. *Existing Approach*

The County could simply offer to extend the transportation program to represented employees as funding becomes available and if the union(s) agree. The offer could be extended to individual unions or to all unions uniformly. This approach has several unattractive features such as 1) there may not be adequate funding to offer a benefit, such as a fully subsidized transit pass, to all employees 2) the offer of benefits to employees does not, in and of itself, assist the county in reaching goals for reducing single occupancy vehicles 3) the offer of a benefit may not be the "right" benefit to reduce single occupancy vehicles, e.g. a transit pass is generally more effective if there is transit service to the site, and 4) unions would generally expect to be offered the same benefits at the same time especially if it is just a unilateral conferring of the same.

2. *Site by Site*

The County could bargain with union(s) that represent employees at each specific site, on a site by site basis. With this approach, the benefits and other features of the transportation program could be tailored to the individual site to achieve the maximum affect of improving benefits and reducing single occupancy vehicles. The unattractive features of this approach are 1) all the union(s) would have to reach the same agreement with the county at each site, and 2) the union(s) could create internal problems for themselves by agreeing to confer benefits to a limited number of its membership where such union(s) also represent employees at other sites.

3. *Union-by-Union*

The County could bargain with each union. With this approach, the union would be able to avoid problems with extending benefits to a limited number of its members. The unattractive features are that 1) costs may limit the number of unions the benefits could be extended to which is a problem when a specific site has more than one union representing employees, and 2) the agreement may not recognize the unique issues for each site in reducing single occupancy vehicles.

4. *Coalition Bargaining*

The County could ask unions to collectively problem solve the issues with the county and not suggest a single solution to the problem. The goals would be to expand benefits and reduce single occupancy vehicles. Coalition bargaining provides the best promise for achieving across the board agreement on a consistent and equitable program for all County employees. The primary difficulty will be reaching agreement on a single solution with unions that represent multiple interests.

There may be multiple solutions that could be identified and implemented if agreeable to the county and affected unions. This process could be referred to existing processes that are in place, such as the Labor-Management Insurance Committee, or done separately.

Proposed Process and Timetable

August 1995	Meet with King County Labor Council on involvement of unions in development and design of transportation benefits program Approach unions with proposal to form coalition team to be involved in the development and design of the employee transportation program.
August 1995	Provide unions and management with discussion of alternatives and costs.
July- Sept '95	Design programs in cooperation with unions
October '95 - thru '96	Negotiations with unions
June '96	1997 budget submittal based upon negotiations.

Recommendation

- o Coalition bargaining offers the best opportunity to develop a program that meets the needs of all County employees in cooperation with unions.*

XI. Conclusions and Recommendations

The County has three major issues for consideration in arriving at an employee transportation program. These issues are:

- o How to achieve parity in employee transportation programs.
- o How to comply with local Commute Trip Reduction laws and achieve goals.
- o How to finance the employee transportation program.

Parity

There are significant differences between transportation program that Metro employees receive and the one that other King County employees receive. Metro employees receive a fully-subsidized transit pass while employees in other departments have a \$20 month transit pass subsidy. The best way to achieve parity is to provide each employee with the same program.

Commute Trip Reduction

The 1995 employee transportation program has been highly successful in attracting employees to transit. The program is primarily successful in downtown Seattle because of the availability of transit service. Non-transit transportation benefits which support vanpooling, carpooling, bicycling and walking are important outside downtown Seattle if the County is to achieve its CTR goals.

A voucher program is the most feasible way to achieve goals outside downtown Seattle. The program would be strengthened with a parking management program. Alternative parking management strategies and their effectiveness should be investigated.

Labor unions and employees must be involved in the development and design of their transportation program. A flexible program of transportation benefits should be developed and designed in cooperation with them.

Funding

Funding continues to be a major issue with the program. To achieve parity in a timely manner, user fees should be phased out in 1997. Departments should assume a full subsidy for the program in their overhead. A flexpass funding strategy should be adopted in order to mitigate the impacts to County funds.

New resources such as parking charges should be examined as a way to reduce impacts on departmental funds. If parking charges are instituted at County sites, they should be coupled with an equivalent transportation allowance to achieve employee acceptance.

Recommendations***Achieve Parity by 1997 and Fully Subsidize the Transit Pass******Program***

The recommended program which meets the major objects provides that:

- o In 1997, all County employees receive a fully-subsidized transit pass.*
- o In 1997, all County employees be eligible for a voucher program for carpooling, bicycling or walking except those in the Seattle CBD.*
- o In 1996, a fully subsidized transit pass, voucher program and parking management program to be demonstrated at the Youth Services Center.*
- o Parking management strategies be examined for cost-effectiveness and implementation at other sites.*

Financing and Funding

- o Finance the program with a flexpass funding strategy.*
- o Eliminate user fees by 1997.*
- o Include the employee transportation program in department overhead charges.*
- o Enact policies that allow the reinvestment of revenue from parking charges in employee transportation programs at the site to reduce impacts on site budgets and to establish the relationship of parking charges to commute trip reduction.*

Employee Bargaining

- o Coalition bargaining offers the best opportunity to develop a program that meets the needs of all County employees in cooperation with unions.*

Attachments

*Attachment A**1995 King County Transportation Management Programs*

The 1995 transportation management programs included the following budgeted program elements:

1. King County Transit Passes

\$45 per month flat-rate Metro pass with a \$20 monthly subsidy. User fee is \$25 per month. \$20 per month subsidy applies to Metro/ferry passes, Community Transit passes, Pierce Transit's Seattle Express passes, and Kitsap Transit/ferry passes.

Utilization:

Transit pass sales have grown steadily each month since the beginning of 1995. In January, 1,544 passes were purchased. By July, sales increased to 1,741 passes. Of these about 1,232 are Metro passes. These figures compare with sales during the same months in 1994 of approximately 1,200 passes.

Budget:

The 1995 budget for pass sales is based on 1,600 passes being sold each month. (1600 x \$20 = \$32,000 per month). The sale of additional passes will result in a budget shortfall at the end of the year of approximately \$20,000. Rather than making an additional budget request, staff proposes to transfer funds from areas where implementation has been delayed to cover the program this year.

2. Metro Transit Passes

Full-time Metro employees are provided a fully-subsidized transit pass good on Metro and Community Transit.

Budget:

Transit Department fully subsidizes bus passes but does not include this as a budget item since it would be charging and reimbursing itself. Other Metro Departments are included in the budget based on estimated use. \$187,000 is included in the 1995 budget for non-Transit Metro employee passes.

3. King County Vanpool Subsidy

The County bus pass subsidy applies to Metro, Community Transit, and Pierce Transit vanpools. Employees purchase bus passes and the face value of the pass is applied to the monthly vanpool fare.

Utilization:

13 passes sold by King County were applied to vanpool fares as of May 1995.

4. *Metro Vanpool Subsidy*

Metro employees can use their ID card for a credit of \$36.25 per month toward a vanpool fare. In 1994, an average of 18 employees used their vanpool benefits. In 1995, the average has risen to 20 per month.

5. *Home Free Guarantee*

The County implemented a home free guarantee program in February 1995 at its five CTR affected sites.

Usage:

The number of uses as of July 1995 at each of these sites was:

Downtown:	55	Renton:	1	Cedar Hills:	1
DDES:	0	YSC:	4		

Metro implemented home free guarantee at all sites in January 1995.

Usage:

61 people have used taken rides as of July 1995.

6. *Commuter Bonus Plus Demonstration*

The Commuter Bonus Plus voucher demonstration project is scheduled to begin at Renton Public Works and Cedar Hills landfill in the fall of 1995. Employees who carpool, bicycle, or walk to work at least 10 days per month could receive a voucher worth \$20 at selected vendors who sell services, materials, or equipment that support alternative commute modes (e.g. gasoline, tires, and automotive supplies, bicycles or walking shoes.)

Status:

The project is waiting a ruling from the Internal Revenue Service on the taxability of vouchers. The issue is one of constructive receipt where a taxable voucher may affect the status of non-taxable transit passes. Metro has submitted a private letter requesting a ruling. The IRS decision is expected in June.

Budget:

\$14,000 has been budgeted by the Department of Public Works for this demonstration. \$20,000 has been budgeted for Metro sites to establish a demonstration at the Water Quality Lab and a transit base. Metro is providing grant funding for development of the products that would be used for this program, such as vouchers and informational brochures.

7. Youth Services Center Parking Management Demonstration

A parking management demonstration program is scheduled to begin at the Youth Services Center around December 1995. A parking management program would regulate the supply of parking and reward employees with a voucher when they did not drive alone. Their parking credit would be reduced on the debit card when they drove alone. Employees could use their credit for parking or receive the voucher for unused parking days. Vouchers would be good at selected vendors used for Commuter Bonus Plus program

The proposal includes: unlimited transit service on Metro routes, a subsidized transit pass for Kitsap, Pierce and Community Transit, Home Free Guarantee, or a voucher for carpooling, bicycling, or walking, and a peak hour shuttle between the Courthouse Complex and DYS.

Status:

Discussions with management, tenant agencies and labor unions are taking place and agreement is near. Concerns have been raised about charging for parking. If a decision is made to proceed, an equipment vendor will be chosen through an request for proposal bid process.

Budget: A Metro grant would cover capital start-up costs, including parking arms and debit cards. The parking fees would pay for the vouchers and other program extensions at the site.

8. Metro Water Quality Lab Voucher Demonstration

A debit card demonstration was proposed for the Metro Water Quality Lab. An employee committee was established to discuss and design a program to meet the needs of the site. The committee continues to meet and favors a voucher demonstration program. Implementation of the program is likely late in 1995 or early 1996.

Attachment B: Considered Program Alternatives

Alternative 1: Flexpass/Parking Management Program **Total Cost: \$2.2m**
Additional Revenue Needed: \$950k

- Creates transportation menus based upon employee worksites.
- Menus include a flexpass and parking management program to control parking supply.
- Recognizes some sites have limited transit and others require additional commute options.

CBD Program

Fully subsidized Transit Pass	Parking Surcharge at Downtown Garage
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Non-CBD Program with Controlled Parking

Flexpass/Parking Management Program applied to: carpools, bike, walk or fully subsidized Transit Pass	Parking Management at all Controlled Sites
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Non-CBD without Parking

Fully subsidized Transit Pass or Voucher Program (carpools, bike, walk)

* Metro Transit employees are eligible for the fully-subsidized transit pass.

Pros

- Achieves parity (at sites).
- May achieve CTR goals.
- Ease of administration.
- Addresses site transportation issues.
- Supports flexibility in commuting.
- Supports individual commute choice.
- Reduces land use needs for facilities.
- Acceptance by employees.

Cons

- High cost alternative.
- Requires additional administration.

Estimated Mode Splits

	<u>1995</u>	<u>1999</u>
Non-SOV	39%	47%
SOV	61%	53%

Attachment C

King County Employee Transportation Program

<p><u>1996</u></p>	<p><u>DMS employees</u> Fully subsidized transit pass</p> <p><u>Other County Departments</u> \$45 transit pass with \$20 subsidy from County</p> <p><u>Demonstration Projects</u> Parking Management Program - Youth Services Center Investigate Parking Management Strategies/Cost Effectiveness</p> <p>Voucher Program for carpooling, bicycling, walking</p>	<p>- Water Quality Lab West Point Treatment Plant Renton, Cedar Hills, North Base</p>
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Note: Bolded sites are affected by the Commute Trip Reduction Act.

<p><u>1997</u></p>	<p><u>Seattle CBD Employees</u> Fully Subsidized Transit Pass</p> <p><u>Non-CBD Employees</u> Fully Subsidized Pass and Voucher Program</p> <p><u>Parking Management</u> Implement at Feasible Sites</p>
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Attachment D

King County Employee Transportation Program Budget
Flexpass Program - Eliminate User Fees by 2000*

	Flexpass Base Year					
	1995	1996	1997	1998	1999	2000
	Actual	Proposed	Estimated	Projected	Projected	Projected
Transit - KC Subsidy	\$366,900	\$432,000	\$630,000	\$821,831	\$1,023,662	\$1,238,500
Transit - KC Employees (user fees)	\$497,100	\$540,000	\$342,000	\$240,000	\$126,000	
Transit - WPC Employees	\$177,000	\$177,000	\$177,000	\$177,000	\$177,000	\$177,000
Transit - Transit Dept. Employees	\$414,000	\$414,000	\$414,000	\$414,000	\$414,000	\$414,000
Carpool Voucher Program (KC)	\$14,000	\$81,500	\$175,000	\$180,000	\$185,000	\$190,000
Carpool Voucher Program (Metro)	\$26,600	\$26,600	\$160,000	\$165,000	\$170,000	\$175,000
Home Free Guarantee	\$22,000	\$24,250	\$24,250	\$24,250	\$24,250	\$24,250
Admin (KC)	\$31,144	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000
Admin (Metro)	\$42,218	\$67,600	\$67,600	\$67,600	\$67,600	\$67,600
TOTAL PROGRAM COSTS **	\$1,590,962	\$1,777,950	\$2,004,850	\$2,104,681	\$2,202,512	\$2,301,350
Increase over previous year		\$186,988	\$226,900	\$99,831	\$97,831	\$98,838
Program costs to King County (non-DMS)	\$424,586	\$543,288	\$834,788	\$1,031,619	\$1,238,450	\$1,458,288
increase over previous year		\$118,702	\$291,500	\$196,831	\$206,831	\$219,838
Impact to CX		\$65,286	\$160,325	\$108,257	\$113,757	\$120,911
CAPITAL COSTS***						
Capital Equipment Planning/Evaluation Study		\$80,000				
Department of Youth Services		\$250,000				
Additional Sites (2)			\$400,000			

* Assumes user fee phase out starting from \$20 in 1996, \$15 in 1997, \$10 in 1998, \$5 in 1999 and fully subsidized in the year 2000.

** The average cost per County employee for the full-implemented program in the year 2000 will be \$213 per year, or \$18 per month.

*** Capital Equipment Planning/Evaluation Study funded with DMS Capital Improvement Project funds. Start-up capital costs for Department of Youth Services and 2 Additional Sites funded by FTA grant funds.

Attachment D
King County Employee Transportation Program Budget
 Flexpass Finance Strategy

	Flexpass Base Year					
	1995	1996	1997	1998	1999	2000
	Actual	Proposed	Estimated	Projected	Projected	Projected
Transit - KC Subsidy	\$366,900	\$432,000	\$972,000	\$1,061,831	\$1,149,662	\$1,238,500
Transit - KC Employees (user fees)	\$497,100	\$540,000				
Transit - WPC Employees	\$177,000	\$177,000	\$177,000	\$177,000	\$177,000	\$177,000
Transit - Transit Dept. Employees	\$414,000	\$414,000	\$414,000	\$414,000	\$414,000	\$414,000
Carpool Voucher Program (KC)	\$14,000	\$81,500	\$175,000	\$180,000	\$185,000	\$190,000
Carpool Voucher Program (Metro)	\$26,600	\$26,600	\$160,000	\$165,000	\$170,000	\$175,000
Home Free Guarantee	\$22,000	\$24,250	\$24,250	\$24,250	\$24,250	\$24,250
Admin (KC)	\$31,144	\$15,000	\$15,000	\$15,000	\$15,000	\$15,000
Admin (Metro)	\$42,218	\$67,600	\$67,600	\$67,600	\$67,600	\$67,600
TOTAL PROGRAM COSTS *	\$1,590,962	\$1,777,950	\$2,004,850	\$2,104,681	\$2,202,512	\$2,301,350
Increase over previous year		\$186,988	\$226,900	\$99,831	\$97,831	\$98,838
Program costs to King County (non-DMS)	\$424,586	\$543,288	\$1,176,788	\$1,271,619	\$1,364,450	\$1,458,288
increase over previous year		\$118,702	\$633,500	\$94,831	\$92,831	\$93,838
Impact to CX		\$65,286	\$348,425	\$52,157	\$51,057	\$51,611
CAPITAL COSTS**						
Capital Equipment Planning/Evaluation Study		\$80,000				
Department of Youth Services		\$250,000				
Additional Sites (2)			\$400,000			

* The average cost per County employee for the full-implemented program in the year 2000 will be \$213 per year, or \$18 per month.
 ** Capital Equipment Planning/Evaluation Study funded with DMS Capital Improvement Project funds. Start-up capital costs for Department of Youth Services and 2 Additional Sites funded by FTA grant funds.

Attachment E
King County Transportation Plan - Proposed for 2000
Alternative I: Flexpass Program

KC Code	Department/Division/Fund	# of Employees	% of Employees	Cost of all programs (except transit)	Bus Pass Sales Percent of Total	Cost of Transit to each dept.	ALTI Total Cost to each dept.
10	County Council	142	1.92%	\$4,226	4.19%	\$51,836	\$56,061
20	County Executive	2	0.03%	\$60	0.37%	\$4,628	\$4,688
21	Human Services - Public Defense	21	0.28%	\$625	0.37%	\$4,582	\$5,207
23	Human Services - Community Service	74	1.00%	\$2,202	1.12%	\$13,871	\$16,073
30	Department of Assessments	241	3.26%	\$7,172	3.89%	\$48,133	\$55,305
33	Judicial Administration	172	2.33%	\$5,118	6.13%	\$75,902	\$81,021
36	DEA - Records & Elections	82	1.11%	\$2,440	0.97%	\$12,013	\$14,454
38	Public Safety	879	11.89%	\$26,157	4.19%	\$51,836	\$77,993
40	DEA - Administration/Director's Office	38	0.51%	\$1,131	0.67%	\$8,298	\$9,429
42	OHRM	71	0.96%	\$2,113	1.94%	\$24,067	\$26,179
50	Office of Prosecuting Attorney	398	5.38%	\$11,844	11.36%	\$140,697	\$152,540
51	Superior Court	256	3.46%	\$7,618	5.53%	\$68,497	\$76,115
52	Youth Services	276	3.73%	\$8,213	0.90%	\$11,108	\$19,321
53	District Court	285	3.85%	\$8,481	1.64%	\$20,364	\$28,845
60	DEA - Licensing & Regulatory Services	74	1.00%	\$2,202	1.35%	\$16,720	\$18,922
81	Public Health - Medical Examiner	25	0.34%	\$744	0.07%	\$867	\$1,611
82	Human Services - Fiscal Management	21	0.28%	\$625	0.90%	\$11,147	\$11,771
96	Adult Detention	523	7.07%	\$15,563	3.29%	\$40,728	\$56,291
32,37,49	Department of Financial Management	160	2.16%	\$4,761	5.01%	\$62,018	\$66,779
34, 35, 64	Parks, Planning and Resources	269	3.64%	\$8,005	2.02%	\$24,992	\$32,997
	Subtotal CX Funded Departments	4,009	54.23%	\$119,299	55.90%	\$692,302	\$811,602
29	Stadium Administration	73	0.99%	\$2,172	0.37%	\$4,628	\$6,801
31	DDES	304	4.11%	\$9,046	1.57%	\$19,438	\$28,485
95	Human Services - Mental Health	65	0.88%	\$1,934	1.20%	\$14,862	\$16,796
39	DEA - Risk Management	6	0.08%	\$179	0.37%	\$4,582	\$4,761
43	DEA - Computer & Communication Services	104	1.41%	\$3,095	3.20%	\$39,632	\$42,727
44	Construction/FM - Property Services	28	0.38%	\$833	0.97%	\$12,013	\$12,847
45	Construction/FM - Facility Management	187	2.53%	\$5,565	2.24%	\$27,742	\$33,307
46	Construction/FM - Airport	43	0.58%	\$1,280	0.15%	\$1,858	\$3,137
47	Director's Office Construction/FM	20	0.27%	\$595	0.75%	\$9,289	\$9,884
72,73,74,75	Public Works	1,325	17.92%	\$39,429	19.13%	\$236,963	\$276,392
PH-84	Public Health - Seattle Division	235	3.18%	\$6,993	1.57%	\$19,444	\$26,438
85	Public Health - Alcoholism	195	2.64%	\$5,803	1.27%	\$15,729	\$21,532
88	Public Health - Emergency Med Services	76	1.03%	\$2,262	0.82%	\$10,156	\$12,417
97	Public Health - Public Health	723	9.78%	\$21,515	10.46%	\$129,547	\$151,062
	Non-CX Funded/Non-Enterprise Funded	3,384	45.77%	\$100,701	44.08%	\$545,884	\$646,585
	King County without DMS	7,393		\$220,000		\$1,238,186	\$1,458,187
	Water Pollution Control Fund	615		\$56,532		\$177,000	\$233,532
	Transit Fund	4,122		\$226,130		\$414,000	\$640,130
	Total All King County	12,130		\$502,662		\$1,879,186	\$2,331,849

Alternative 2: Transit Pass/Voucher Program

Total Cost: \$2.5m

Additional Revenue Needed: \$1.2k

- All employees receive the same program which includes a fully subsidized transit pass and voucher program.
- Includes a parking management program

Fully-subsidized transit pass
and
Voucher program for carpooling, bicycling, or walking.
Parking management program.

Pros

Parity achieved.
Ease of administration.

Cons

Highest cost alternative..
Does not achieve CTR goals..
Negative impact to CX and non-CX funds..
Lack of parking management program.

Estimated Mode Split

	<u>1995</u>	<u>1999</u>
Non-SOV	39%	44%
SOV	61%	56%

Alternative 3: Site-Based, Negotiated Approach

Total Cost: \$1.7m

Additional Revenue Needed: \$457k

- Programs adopted to meet site characteristics and funding source.
- Program could be different for CX and non-CX funded sites

Non-CBD Sites - CX Funded

Transit Pass or Parking Debit Program with Voucher Program (carpools, bike, walk)	Parking Charge (revenues dedicated to transportation)
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Non-CBD Sites - Non-CX Funded

Transportation Allowance/ Parking Debit Program	Parking Charge
--	----------------

Non-CBD Sites Without Parking

Transit Pass or Voucher Program (carpools, bike, walk)
--

CBD Sites - CX or Non-CX Funded

Transit Pass or Voucher Program (carpools, bike, walk)	Parking Surcharge (downtown Garage) User Fee (applied to transit pass)
--	---

Pros

Moderate cost alternative.
Should achieve a moderate mode split
Programs address site transportation issues.
Establishes parking fees.
Reduces land use needs for facilities.

Cons

Does not achieve parity.
Will not achieve CTR goals.
Requires complex administration
Difficult to understand.
Probable bargaining issue over parking charges.

Estimated Mode Splits

	<u>1995</u>	<u>1999</u>
Non-SOV	39%	44%
SOV	61%	56%

**Alternative 4: Voucher Addition to non-Urban Sites
(No Parking Charge)**

Total Cost: \$1.45m

Additional Revenue Needed: \$170K

- Program relies on user fees in some sites for fiscal support.
- Differences in programs between Urban/Non-Urban sites and Metro and non-Metro sites.

Urban Sites

Non-Urban Sites

County Non-DMS

County Non-DMS

Transit Pass/ User Fee	Transit Pass/ User Fee or Voucher Program for carpools, bike or walk
------------------------	--

DMS

DMS*

Fully-funded Transit Pass	Fully-funded Transit Pass and Voucher Program for carpools, bike or walk
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* Required by TMP for West Point Treatment Plant

Pros

- Low cost alternative.
- Ease of administration.
- Reduced financial impact on CX or non-CX funds .

Cons

- Does not achieve parity.
- Does not achieve CTR goals.
- Lack of parking charge.
- User fee applied to non-SOV commuters.

Estimated Mode Split

	<u>1995</u>	<u>1999</u>
Non-SOV	39%	42%
SOV	61%	58%

1997 Scenarios

Example SituationEmployee Receives

County Courthouse and Administration Bldg. Exchange Building, Central Building	A fully-subsidized transit pass.
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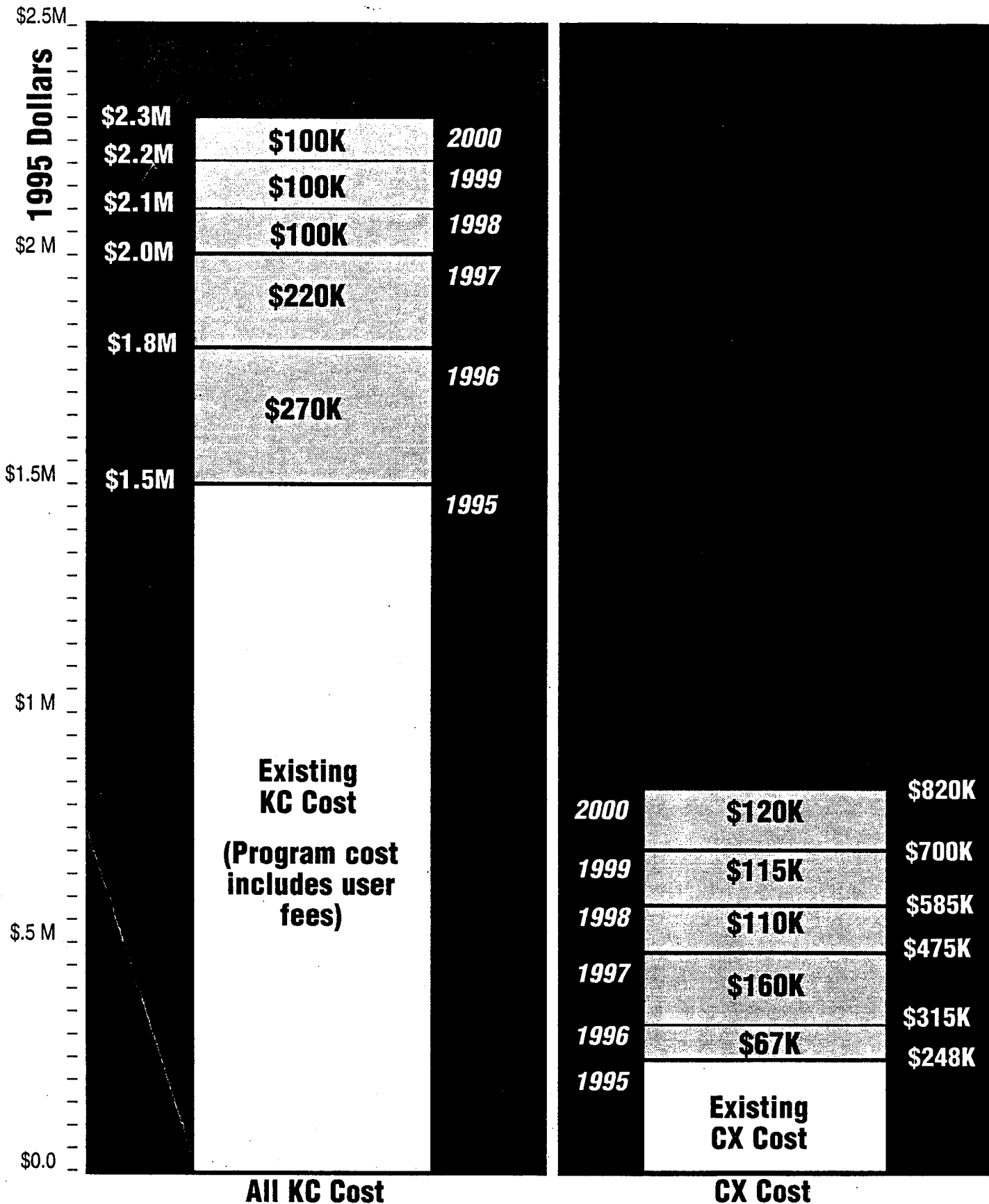
Southbase, Renton Treatment Plant, Eastpointe, Renton, Federal Way District Court Cedar Hills	A fully-subsidized transit pass. Voucher up to \$20 for carpooling, bicycling or walking
--	--

Phasing Total Costs

9679

For

Four Year User Fee Elimination - From 1995 thru 2000



All KC Cost

CX Cost

(CX Cost is 55% of total KC non-Metro program costs)